

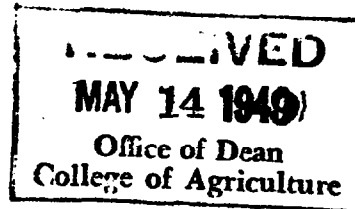
THE UNIVERSITY OF WISCONSIN  
COLLEGE OF AGRICULTURE

Madison 6

DEPARTMENT OF GENETICS

May 13, 1949

Dean R. K. Froker  
Agricultural Hall



Dear Dean Froker:

Enclosed are the budget requests for the Department of Genetics for 1949-50. Recommendations on Civil Service personnel were filed separately yesterday.

Before discussing salaries attention should be called to a few other matters.

1. The budget reflects a relatively large need for physical equipment. This need arises from three sources: (a) the post-war increase in student numbers, (b) the worn-out condition of some apparatus and machinery now in use and (c) normal growth of certain research projects. A list is appended of the major equipment items for which funds are requested in 1949-50.

2. Dr. R. M. Shackelford has been assigned the responsibility for supervising general operation of the fur-farming research unit located near the old Serum Plant. It is our understanding that the Civil Service employee involved (Herbert Meyer) will be transferred from Veterinary Science to Genetics and that the ranch operating funds will be placed in our budget. The estimates include these items.

3. No provision is made in the requests for any responsibilities which may be assigned to this Department in connection with the dairy cattle breeding project at the Emmons Blaine Jr. farm at Lake Mills.

4. We understand that provision is to be made this year for continuing at Madison certain aspects of the artificial insemination research program formerly carried out in cooperation with the Badger Breeders organization at Shawano. The new askings listed under Dr. Casida's name on the supplementary sheet of business items relate to this work. It is intended that use of the facilities requested be shared by Genetics, Biochemistry, Veterinary Science and Agricultural Bacteriology. An additional Farm Laborer II is asked for in connection with this work.

5. Requests for support of the forest-tree breeding project were filed with your office in advance of a budget hearing arranged a few weeks ago by the Conservation Department. These requests stand as earlier submitted and are not included in the totals now presented except that a recommendation for salary increase of R. G. Hitt is made.

6. Dr. Louise Wipf is terminating her services with the Department on June 30, 1949. It is desired to replace her with a qualified person at a salary of about \$2400.

7. As I advised Mr. Clark by letter a few weeks ago, it is expected that the \$2000 which the U. S. Department of Agriculture has been contributing toward the salary of R. M. Shackelford on the fur research project will be continued for 1949-50. Dr. Simms of the Bureau of Animal Industry gave official notification earlier of discontinuance of this item but H. C. McPhee has since written that the matter has been reopened and that the chances are good for renewal.

The staff salary increases recommended by the Department and the reasons for the proposals are summarized as follows:

900 Brink

600 Casida, Lester E.

400

A first-rate teacher both of long course, short course and graduate students. An energetic and critical investigator.

600 Chapman, Arthur B.

400

Is devoting a major part of his time to the swine breeding project being carried on cooperatively with the Animal Husbandry Department and the U. S. D. A. Regional Laboratory at Ames.

600 Cooper, D. C.

400

A consistently productive investigator. He published 49 papers in his approximately 20 years in the Department. Widely recognized as an accomplished cytologist and histologist. Has been very successful in training students (both animal and plant) in critical cytological methods.

800 Irwin, M. E.

400

Has a distinguished record of research in immunogenetics.

Neal, Norman P.

(salary listed in Agronomy)

Is one of the most successful corn breeders in the United States.

400 Smith, William K.

400

A very quiet and unobtrusive, but efficient, worker. Is making normal progress in the sweet clover breeding project.

Crow, James F.

150 (also Zoology 150)

A new man this year. Already recognized here as an outstandingly successful teacher. Is fitting into the joint relationship with Zoology unusually well. Highly valued as a counselor in the Department because of his general competence in genetics. Crow is a fine addition to the University staff.

900 Lederberg, J.

1000

The Genetics staff believes that its recommendation for this exceptionally large salary increase is justified on the following grounds:

(a) Lederberg is rapidly gaining national recognition in the broad field of heredity as one of the brightest stars, figuratively speaking, recently come over the horizon. This is attested by the several invitations to participate in important scientific programs scheduled elsewhere which he has received during this current year, to wit:

(i) Gave three lectures at Yale University, November 1948, in a series on "Genetics of Microorganisms." Others who participated in the series were Luria, Sonneborn, Hershey and Demerec, men long established in the field and recognized as leaders.

(ii) Has taken part in three meetings in a continuing series of conferences arranged by the Universities of Chicago and Indiana on "Bacterial and Virus Genetics."

(iii) Will give an invitation paper at the Round Table conference on "Enzymology" arranged by the American Society of Bacteriologists at Cincinnati, May 18.

(iv) Has accepted an invitation to present an account of his research at the Shelter Island (Long Island, N. Y.) conference, May 30, on "Current Trends and Developments on the Gene," sponsored by the National Academy of Sciences

(b) Is constantly breaking new ground in research on the genetics of microorganisms. Recent publications include:

Problems in microbial genetics. Heredity 2: 145-198, 1948.

Concentration of biochemical mutants of bacteria with penicillin. Jour. Amer. Chem. Soc. 70: 4267-4268, 1948. (with Norton Zinder).

Detection of fermentative variants with tetrazolium. Jour. Bac. 56 (5): 695, November 1948.

"Direct" utilization of maltose by Escherichia coli. (with M. Doudoroff, W. Z. Hassid and E. W. Putnam) (In press).

Aberrant heterozygotes in Escherichia coli. Proc. Nat'l Acad. Sci. 35: 178-184, 1949.

Bacterial variation. Ann. Rev. Microbiology. (In press).

(c) Has an extraordinary insight into various biological problems of broad import on which his own research has some bearing. Is an indefatigable worker.

(d) Has a comprehensive knowledge of the literature of genetics. His capacity to discuss problems in classroom or conference with unusual clarity and incisiveness has a very stimulating influence on other workers in the Department.

(e) Lederberg was started at a relatively low salary (\$3500) two years ago. Since he grew up in metropolitan New York and his academic background was Columbia and Yale, it was not known at that time how well he might "fit in" at Wisconsin. Hence our conservative offer. He has adapted himself with ease to our academic environment and is developing mutually advantageous associations with campus workers in related fields. Moreover, he is pleased with the opportunity for a productive career which Wisconsin is offering him. Adjustment of his salary to an annual basis last year plus a salary increase brought his compensation to \$4500. Our departmental group believes that the exceptionally high caliber of his work justifies another substantial salary increase at this time.

(f) In our judgment it is a question of time before Wisconsin will have to face competition from some other institution for Lederberg's services. Although still at the beginning of his career it has become apparent that he is the type which is sought for key positions in top-flight universities. It will be wise in our opinion to recognize him now for his high merit and reward him accordingly. Should an attractive offer elsewhere then arise, our competitive position would be sounder than if substantial recognition were deferred until a crisis were presented.

Shackelford, Richard M.

250

Is making normal progress in the fur animal breeding research. Has recently been asked to take general supervision of the campus facilities shared by Genetics, Biochemistry and Veterinary Science on the fur animal project.

Stormont, Clyde

250

Doing excellent work in his special field, namely, inheritance of red blood cell characters in cattle.

Hitt, Robert G.

200

We are pleased with the start which Hitt is making in the forest-tree breeding program. He is now entering his first full season of work here.

Rieman, G. H.

250

Is making normal progress on the potato breeding program. During the past year he has organized a regional potato introduction center under Hope-Flannagan funds, located at Sturgeon Bay. This promises to be a significant development in potato research at Wisconsin.

The sum of the salary increases recommended above exceeds the "6 per cent" value by which it was suggested that we be guided. It should be noted, however, that a \$600 saving is anticipated in filling the position vice Louise Wipf. If this saving is made available for salary increases the total increase proposed stands at approximately the allowable figure.

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R. K. Froker

A note should be added regarding the Civil Service personnel. We wish to commend especially the work of Betté Schotten, departmental secretary; Wilfred M. Faust, Farm Foreman I; and Arthur Fleming, Gardener II. It would be quite impossible to perform satisfactorily the varied work of the Department without the aid of such responsible and capable employees. Miss Schotten's reclassification last year as Stenographer III with a corresponding salary increase was well merited. She is being recommended for a normal step increase now. We believe that both Faust and Fleming should be given two-step increases in recognition of the quality of their services in important jobs.

Very truly yours,



R. A. Brink  
Professor of Genetics

/s  
Encs.